

Total Army Performance Evaluation System (TAPES)

SENIOR SYSTEM – Grades 9 and above (GS / WS, WA, XH / P-I / P-RG)				
	Rating Period	Performance Plan issued By	Midpoint Review	Electronic Submission Due Date
13-15 (USACE) 13+ (Army)	1 Oct–30 Sep 1 Jun–31 Jul	1 Aug	Mar - Apr	15 Nov
9-12	1 Nov–31 Oct	1 Dec	Apr – May	15 Dec
Career Interns (All Grades)	**	30 days from start of rating period (EOD)	6 months from start of rating period (EOD)	45 days from end of rating period

BASE SYSTEM – Grades 1-8 (*Except WL) (GS / WG, WY, XF, XH, WB, WL[*All Grades] / P-I, P-RG)				
	Rating Period	Performance Plan issued By	Midpoint Review	Electronic Submission Due Date
CESWD	1 Jul – 30 Jun	1 Aug	Dec - Jan	15 Aug
CESWF	1 Jul – 30 Jun	1 Aug	Dec - Jan	15 Aug
CESWG	1 Feb – 31 Jan	1 Mar	Jul - Aug	15 Mar
CESWL	1 Jan – 31 Dec	1 Feb	Jun - Jul	15 Feb
CESWT GS/ FWS(S) 1-8 FWS(NS) 1-8	1 Jan – 31 Dec 1 Oct – 30 Sep	1 Feb 1 Nov	Jun – Jul Mar - Apr	15 Feb 15 Nov
MEPS	1 Apr - 31 Mar	1 May	Sep - Oct	15 May
DRC	1 Nov – 31 Oct	1 Dec	Apr - May	15 Dec

GS = General Schedule, **S** = Supervisor, **NS** = Non Supervisor,

FWS = Federal Wage System:

WS - Wage Supervisor, **WL** - Wage Leader, **WG** - Wage Grade, **WA** – Lock & Dam (S), **WY** - Lock & Dam (NS),
XH - Floating Plant (S or NS), **XF** - Floating Plant (NS), **WB** - Wage Board (Power Plant)

P-I = Pathways Program–Interns (Students), **P-RG** = Pathways Program–Recent Graduates

**** Career Interns:** The rating cycle is based on the entrance on duty date (EOD) into the intern position.

Upon graduation from the intern program they are placed into the DA Senior system rating cycle indicated above.

During the first year, interns are rated 6 months after the EOD; this is considered a “special” rating. An annual rating is completed at the end of the next six months or 12 months from their EOD.

NOTE: New performance plans should be issued if there is a:

- Change in rater
- Promotion / Reassignment (temp or perm) / Detail
- New position assignment
- Major change in duties/responsibilities